



**CEMMATS GROUP LTD**

**COMMUNITY DEVELOPMENT ACTION PLAN (CDAP)  
FOR THE  
NIMINI KOMAHUN GOLD MINING PROJECT  
IN THE KONO DISTRICT, EASTER PROVINCE**

**VOLUME 4 OF 4**

**Prepared By:**

**CEMMATS Group Ltd.**

**7A Cantonment Road**

**Off King Harman Road**

**Brookfields**

**Freetown**

**MAY, 2012**

## TABLE OF CONTENTS

<b>ABBREVIATIONS .....</b>	<b>3</b>
<b>1.0 INTRODUCTION AND BACKGROUND.....</b>	<b>4</b>
1.1 Studies Conducted and Environmental Impact Statement .....	4
1.2 Need for Community Development Action Plan (CDAP).....	5
1.3 Scope of the CDAP .....	5
1.4 Objectives of the Community Development Action Plan (CDAP).....	5
1.5 Socio-Economic Survey.....	5
<b>1.5.1 Approach and Methodology.....</b>	<b>5</b>
<b>1.5.2 Findings from Social Assessment Survey.....</b>	<b>6</b>
1.5.2.1 Social Impacts .....	6
1.5.2.2 Credit.....	7
1.5.2.3 Planting Materials and Agro-chemicals.....	7
1.5.2.4 Extension Services .....	8
1.5.2.5 Membership of Associations.....	8
1.5.2.6 Social Amenities .....	8
1.5.2.7 Housing and Household Effects.....	9
<b>2.0 COMMUNITY DEVELOPMENT ACTION PLAN .....</b>	<b>10</b>
2.1 Community Development Projects already Undertaken by Nimini Mining Ltd. ....	11
2.2 Community Agricultural Support Programme (CASP) .....	12
2.3 Supports for Education.....	13
2.4 Medical Services and Health Care Support .....	14
2.5 Support to Technical Vocation Skills Development.....	15
2.6 Improvements to Community Infrastructure.....	16
2.7 Small/Medium Enterprise (SME) Development & Micro Credit .....	17
2.6 Youth Empowerment .....	18
<b>3.0 IMPLEMENTATION PLAN.....</b>	<b>20</b>
3.1 Organisational Responsibility and Function .....	20
3.2 Community Development Management Committee .....	20
3.3 Responsibilities .....	20
3.4 Monitoring and Evaluation .....	21

## ABBREVIATIONS

AC	Affected Community
BOL	Basic Operational Level
CASP	Community Agricultural Support Programme
CBO	Community Based Organisation
CDAP	Community Development Action Plan
CEMMATS	Construction Engineering Maintenance, Manufacturing and Technical Services
ESIA	Environmental and Social Impact Assessment
FAWE	Forum for African Women Educationists
IAR	Institute of Agricultural Research
IEC	Information Education and Communication
IRCBP	Integrated Reform Capacity Building Project
km	Kilometre
MAFFS	Ministry of Agriculture, Forestry and Food Security
MCSL	Methodist Church Sierra Leone
MEST	Ministry of Education Science and Technology
MHS	Ministry of Health and Sanitation
MIC	Ministry of Information and Communication
MLCPE	Ministry of Land, Country Planning and the Environment
MLGIA	Ministry of Local Government and Internal Affairs
MMRF	Ministry of Marine Resources and Fisheries
MSWGCA	Ministry of Social Welfare, Gender and Children’s Affairs
MYES	Ministry of Youth Employment and Sports
NaCSA	National Commission for Social Action
NGOs	Non Governmental Organisations
NU	Njala University
RRS	Rice Research Station
SALWACO	Sierra Leone Water Company
SAPA	Social Action and Poverty Alleviation
SC	Steering Committee
SIA	Social Impact Assessment
SLAL	Sierra Leone Agriculture Ltd
SL-EPA	Sierra Leone -Environmental Protection Agency
SMC	School Management Committee
SME	Small/Medium Enterprise
SWASAL	Society for Women and AIDS – Sierra Leone
UN	United Nations
UNFPA	United Nations Population Fund
UNICEF	United Nations Children’s Fund

## **1.0 INTRODUCTION AND BACKGROUND**

Nimini Mining Ltd is a private Sierra Leone company, which is a subsidiary of Polo Resources Ltd, an AIM and TSX listed company.

The Nimini Mining Ltd. (Nimini) Komahun Project is a venture designed to mine deposits of gold within the Nimini Hills in the Eastern part of Sierra Leone.

The Project area is located in the Nimikoro and Nimiyama Chiefdoms, Kono District in the Eastern Province of Sierra Leone. The project area is covered by two exploration licences, namely, Nimini East and Nimini West, and totalling approximately 100 km<sup>2</sup>.

As part of the Environmental and Social Impact Assessment (ESIA) process, Nimini is required to develop a Community Development Action Plan (CDAP) to manage the community related issues associated with the proposed gold mining and processing operations..

### **1.1 Studies Conducted and Environmental Impact Statement**

Nimini contracted CEMMATS Group Limited to undertake an Environmental and Social Impact Assessment (ESIA) study, in the Nimikoro and Nimiyama Chiefdoms in the Kono District. This consists of Environmental and Social baseline studies, an Environmental Management Plan (EMP), a Waste Management Plan, a Community Development Action Plan (CDAP), Mine Reclamation and Closure Plan and Stakeholders and Public Consultation meetings for the proposed Komahun Gold Mining Project. The Public Disclosure Process for the ESIA study report will be implemented upon approval of same report by the Environmental Protection Agency - Sierra Leone (EPA-SL). These studies are designed to satisfy Sierra Leone's legal requirements and guidelines.

The results of the field exercise underpinning the ESIA formed the basis of this CDAP document. This document should be updated periodically in line with on-going consultation and adoption of outcomes as they arise during the regular consultation process with the communities. Meanwhile, the CDAP is developed in conjunction with affected communities and other stakeholders to address broader community requirements.

## **1.2 Need for Community Development Action Plan (CDAP)**

Nimini is undertaking a Community Development Action Plan as a result of the proposed Komahun gold mining project in the Kono District; the company will institute the CDAP as outlined in this document.

## **1.3 Scope of the CDAP**

The scope of the CDAP is to delineate the assistance strategy that the project will provide to local and affected communities in compliance with local legislation and set out how Nimini will extend such assistance. The CDAP sets out to ensure that programmes are established to enhance socio-economic development, and in the process mitigate impacts identified in the ESIA document. It also helps to focus project resources on stakeholders' agreed deliverables which assists with the proponent's planning and implementation process.

## **1.4 Objectives of the Community Development Action Plan (CDAP)**

Key objectives of the Community Development Action Plan (CDAP) include:

- To identify appropriate mitigation measures to address socio-economic issues and impacts identified in the ESIA; and
- To promote the establishment of sustainable community and economic development programmes for the affected communities.

## **1.5 Socio-Economic Survey**

### **1.5.1 Approach and Methodology**

In the areas under review, local residents voluntarily offered their services to assist CEMMATS' field staff to carry out the ESIA and baseline survey in project affected communities within the Nimikoro and Nimiyama Chiefdoms. During this exercise, discussions and interviews were held with the project affected people and questionnaires were administered to about 30% sampled households.

## 1.5.2 Findings from Social Assessment Survey

### 1.5.2.1 Social Impacts

The establishment of a gold mine in the study area will have positive and negative impacts on the lives of the community and its environment. These impacts have been assessed through a Social Impact Assessment (SIA) Study. The SIA Study aids in drawing analysis of how the mining and processing operations will impact the socio-economic profile of the community as a whole. The positive impacts of these operations include:

- Job opportunities or employment of local residents on the mine and related activities;
- Social welfare and infrastructure;
- Economic development in the region;
- Improvement in local skills;
- Impact on economic activities; and
- Population movement.

Some of the negative impacts which the operations could have on the socio-economic profile are stated as follows:

- Potential conflict from issues related to labour;
- Potential conflicts from unrealistic expectations held by the communities with regard to benefits created by the project;
- Population movement;
- Cost of living increases;
- Vehicular movement;
- Disruption during mine construction;
- Impact on social amenities;
- Noise and air pollution; and
- Security risk.

### *1.5.2.2 Credit*

Access to credit either for farming or business is very limited in the study area. No respondent reported accessing credit of any type in the Chiefdom. Financial institutions such as banks and cooperatives, which may provide credit/loans for such activities, are non-existent within the environs of the proposed project area but they do exist in Koidu Town, which is about 26km from the project area. The people will need to be sensitised on how to access loans and micro-credit for agricultural purpose or business from the financial institutions operating in Koidu Town. Such sensitisation sessions should be based on accessibility, eligibility, benefits of loans, collateral etc. Access to such facilities will improve the standard of living of the people and will upgrade the capital base of the business minded inhabitants of the project area.

### *1.5.2.3 Planting Materials and Agro-chemicals*

The major part of Kono District economy is predominantly mining based, for the chiefdoms where artisanal mining activities are not intensive, due to the type of mineral resource found in the area such as diamonds (kimberlite); the people concentrate on agricultural activities as the majority of the able working population of the district depends on agriculture for their livelihood. However, food production is still at the subsistence level and mechanized commercial farming is grossly underdeveloped. The main food crops produced include rice, maize, cassava, sweet potatoes, cocoyam, groundnuts and vegetables; while extensive cash crop coffee, cocoa, citrus, banana and plantations of oil palm (not intensive) are scattered all over the district.

Farmers in Kono District and most rural areas barely benefit from associations to support their farming activities because they are subsistence farmers. Kono District has also benefitted from the new agricultural programme (commercial farm input) by the Government of Sierra Leone whereby farmers are given tractors in exchange for money in order to promote commercial and mechanized farming. Also, it is with the view of economically empowering the people (especially youths and women) and thereby reducing poverty in rural communities.

#### *1.5.2.4 Extension Services*

Contact with extension agents and access to extension services (training, credit, improved crop and livestock, tools) have been very limited after the completion of the different rehabilitation programmes. Very few NGOs are engaged in such services.

The operation of the few existing agricultural NGOs in the District has yet to make an impact on the lives of these people due to the fact the services are not readily available.

#### *1.5.2.5 Membership of Associations*

An insignificant number of heads of households belong to some organisations; an even smaller percentage is involved in the executives of these associations. Associations in the communities range from farmers' associations, youth and women's groups, thrift and credit groups, religious and ethnic groupings.

#### *1.5.2.6 Social Amenities*

Social and economic amenities such as community centres, court barriers, entertainment places such as night clubs and cinemas are very limited in the entire study area. Market is the most common economic infrastructure in the study area; Njagbwema has a market structure while Komahun has a daily street market.

Only Komahun and Yigbeda have a court barrier structure while in Baoma and Titambaia their court barriers were under construction.

The youths in these villages make use of open spaces as football fields with locally erected goal posts while most times children use the streets and empty spaces as play grounds.



There are few drinking spots in Komahun and Baoma, these are the only locations where the inhabitants get themselves entertained. Once in a while, youths within these settlements organise dances whereby DJs are engaged for all night dance. These types of spots and form of entertainment are common in mining areas in Sierra Leone.

#### *1.5.2.7 Housing and Household Effects*

Poverty is pervasive in the study area with very few households having simple and basic household assets such as beds, chairs, tables, radio, tape recorders and generators in that order. However, few respondents could boast of motorcycles, which are now commonly used as a means of transportation intra-villages for a fee.

The majority of the sampled respondents owned land and a house. This is common in rural areas due to the land tenure system, where land is owned by families as a community. The most common type is the mud house plastered with cement and corrugated iron sheet roof.

## 2.0 COMMUNITY DEVELOPMENT ACTION PLAN

A Community Development Action Plan has been developed to manage the activities associated with the proposed gold mine development, which may lead to the occurrence of issues and possible negative impacts. The plan consists of a management strategy, comprising recommendations that attempt to maximise benefits and minimise adverse impacts on local communities, from the present time to the operational phase of the gold mining project. The plan is designed to ameliorate the adverse effect on households which may result from the gold mine operations. This plan focuses on developing sustainable alternate livelihood opportunities, once the gold mine operation has started up.

It is no denying that the eleven-year civil war which bedevilled Sierra Leone has resulted in the destruction and/or loss of many social and economic infrastructures throughout the country. It is therefore no surprise that for the past decade the country has ranked consistently low in the UN (United Nations) Human Development Index. Specifically it has ranked extremely low in terms of adult literacy and combined primary, secondary and tertiary attendance rates, life expectancy at birth, gross domestic product and infant and maternal mortality rate.

In recognition of all the foregoing and committed to ensuring that its activities are socially and environmentally friendly and sustainable, Nimini will implement and support initiatives aimed at improving the living conditions of the local communities that will be affected by the gold mining operations.

From discussions with affected households, local and traditional authorities, various stakeholders (youth, women and NGOs) in October 2011, the following development projects have been identified for consideration and implementation:

- Enhanced agricultural productivity in the area through the introduction of improved crops, production technologies and practices;
- Improved health status through the provision of cost recovery medication for existing health centres;
- Provision of safe drinking water source;
- Provision of improved sanitation and waste disposal; and

- Provision of technical and other vocational skills training centres to help land owners/farmers have alternative means of income development.

Each of the above programmes will go through the various stages of project cycle-planning, resources mobilization, implementation and monitoring and evaluation. Local community residents, affected households and organizations will be actively involved in all stages of implementation. Nimini and the Affected Community (AC) will establish a Steering Committee (SC) responsible for the joint implementation of the CDAP. Other Specialists and interest groups such as line ministries, NGOs and Community Based Organizations (CBOs) will be called upon as and when necessary to provide expert advice and assistance during the planning and implementation stages. This is necessary because the interest groups are likely to be present and active in on-going development works following the eventual closure of the gold mine.

## **2.1 Community Development Projects already Undertaken by Nimini Mining Ltd.**

During the time of exploration activities to date, Nimini has already undertaken some community development projects, which were confirmed by the company as well as the beneficiaries i.e. communities. The projects undertaken are as stated below:

1. The construction of Aladura Primary School, Komahun. The school was completed in 2006 and can accommodate pupils up to class 6;
2. The construction of a 3-seat toilet in Titambaia in 2011;
3. The construction of two 2-seat toilets in Komahun in 2011
4. Construction of a court barrie at Baoma (uncompleted);
5. Construction of court barrie for Komahun Village;
6. Connected pipe borne water facility from the camp to Komahun Village that serves as potable water;
7. Construction of access road from Njagbwema to the Camp site through Komahun village;
8. Construction of Komahun – Titambaia access road;
9. Construction of a local labour room, (uncompleted); and
10. Construction of 2 bridges from Njagbwema entrance leading to the camp site.

## 2.2 Community Agricultural Support Programme (CASP)

The Government is committed to eradicating hunger; hence revitalizing the agricultural sector is an essential component to meeting this challenge and will contribute enormously to the restoration of the country's economy. Over 75% of the country's labour force is employed in agriculture; food production is still at the subsistence level and mechanized commercial farming grossly underdeveloped. The main food crops produced include rice, maize, cassava, sweet potatoes, cocoyam, groundnuts and vegetables; while extensive cash crop coffee, cocoa, citrus, banana and plantations of oil palm (not intensive) are scattered all over the district.

Data from the baseline survey revealed that community members had poor access to extension services, improved planting materials, agro-chemicals, farm tools, credit and training. Livestock, especially cattle, sheep and goats, are rare in the lease area. Local chickens are the most common livestock owned and reared in the communities for the entire study area. Fish, which is the cheapest source of protein, is expensive and most times in short supply. Given that agriculture is one of the three major livelihood occupations in which community members are engaged and given the above constraints, a community agricultural support Programme is recommended. Such Programme will enhance the agricultural productivity, ensure food security and improve on the nutritional status of especially the vulnerable groups-children, pregnant and lactating mothers, female-headed households, single mothers and the aged. It will also provide direct employment to community members through hiring of labour, transportation, processing and sale of agricultural produce.

The project will link the communities with agricultural research and extension services, thus ensuring their access to improved agricultural production technologies and effective extension services. The programme will also encourage horizontal-to-horizontal (farmer-to-farmer) relationships for cross-fertilization of ideas and farming practices. Specifically,

CASP will include the following activities:

### *Crops*

- Provision of improved seeds and seedlings of food, tree and cash crops;
- Establishment of crop demonstration and multiplication sites;
- Provision of free/subsidized production inputs-seeds, seedlings, fertilizers;

- Provision of pesticides, fungicides, farm tools and credit;
- Training in improved crop production and post harvest technologies/practices; and
- Provision of extension services.

#### *Livestock/Fisheries*

- Restocking of livestock (sheep, goat, chicken, piggery);
- 
- Training in improved livestock/fishery husbandry; and
- Provision of extension services to livestock/fish farmers.

Technical support and assistance for crops will be sought from the Ministry of Agriculture, Forestry and Food Security (MAFFS), Institute of Agricultural Research (IAR), Rice Research Station (RRS), relevant Departments in the Faculty of Agriculture of the Njala University (NU) and NGOs working in agriculture and related activities, while that for livestock will be sought from MAFFS, , and the Department of Botany at Fourah Bay College.

The project staff will comprise a Project Coordinator, Agricultural Extension Officers for crops and livestock, Demonstration and Multiplication Farm Manager, Driver, Accountant/Administrative Officer and Project Secretary.

### **2.3 Supports for Education**

The inventory of the total number of educational institutions taken during the survey revealed that there were only 4 primary schools and 3 secondary schools (both junior and senior secondary) and 1 vocational skills training institution in and around the study areas. The aforementioned could be considered that adequate educational institutions are in place.

The schools within these villages lack adequate furniture, text books and writing materials. Children sometimes sit on stones or on the floor during lessons. Only teachers have access to text books; these sometimes have to be shared among teachers.

However, at the district level there is low enrolment in general but much more acute amongst the girl child in the district partly caused by unavailability of schools in most communities, and cost

of payments of fees and other school charges and there is high rate of dropouts in the district. The low quality of education is due to the unavailability of trained and qualified teachers and teaching and learning materials in schools.

Illiteracy rate is very high among women and sufficiently higher than that for men in the limited number of schools in the area. Enrolment is higher in the case of boys than girls. Girls also drop out of school earlier for early marriages. This situation is compounded by higher household demand for female labour; although, life expectancy for women is 48 years ([www.unicef.org/infobycountry/sierra leone\\_statistics.html](http://www.unicef.org/infobycountry/sierra_leone_statistics.html), 2009) which is relatively higher than that for men.

In order to improve access to schooling in these communities, especially women and girls, the following initiatives are recommended for implementation:

- Rehabilitate the primary schools infrastructure within the target community;
- Furnish and equip the primary schools to meet the Basic Operational Level (BOL), safe school infrastructure, clean drinking water and good sanitation;
- Employment of trained and qualified teachers;
- Establishment of a functioning School Management Committee (SMC);
- Provision of free teaching and learning materials and aids and school library; and
- Provision of recreational equipment and facilities.

Nimini should collaborate with such institutions as the Ministry of Education Science and Technology (MEST), and international and national NGOs such as UNICEF, Plan International, Forum for African Women Educationists (FAWE), Action Aid and World Vision for the implementation of this programme.

## **2.4 Medical Services and Health Care Support**

Kono District has inadequate health infrastructure (such as health centres, health posts, dispensaries and drugstores) and services especially in the remotest areas. This is compounded by inadequately trained and qualified staff at the PHUs and inadequate medical equipment. (*Kono Development Plan 2011 – 2013*)

According to the baseline survey, there are very few health facilities – there only one community health centre at Njagbwema, a community health post at Bompe and the Kono Government Hospital in Koidu town.

The survey report further revealed that malaria, cold/cough, skin disease, worm infestation and typhoid are the major illnesses. Causes or reasons for these illnesses were indicated as mosquitoes due to unsanitary and poor environment, air and water borne diseases and poor water sources.

Also revealed in the report is that the project area suffers from an acute shortage of safe and drinking water, poor sanitation and waste disposal. Given this poor health care, water and sanitation conditions, there is need for assistance with:

- Provision of an accessible, affordable health care service;
- Access to drugs on a cost-recovery basis;
- Provision of clean and safe drinking water;
- Provision of good sanitation and waste disposal facilities;
- Health and environmental education Programme;
- Child immunization programme; and
- Encouraging community weekly cleaning exercises.

Collaborating institutions may include but are not limited to Ministry of Health and Sanitation (MoHS), Sierra Leone Water Company (SALWACO), UNICEF, Ministry of Land, Country Planning and the Environment (MLCPE), and NGOs working on health and environment related issues.

## **2.5 Support to Technical Vocation Skills Development**

As economic, social and technological change gathers momentum, people everywhere need to develop their knowledge and skills, on a continuous basis so that they can live and work meaningfully in their society. This is more so for developing countries like Sierra Leone, where the adult illiteracy level is very high, the majority of the population are employed in the agriculture sector, and very few are engaged in the service/industrial sector.

In the project area, the majority of the inhabitants are employed either on the farms, or in business. Very few have skills in the service sector. Yet, there is a need to develop the middle level manpower sector to propel the development of the country's economy. The educational policy in Sierra Leone, until very recently, placed great emphasis on an academic type of education aimed at white-collared jobs at the detriment of technical vocation training (blue-collared jobs). This is reflected in the small number of technical vocational institutions in the country and dearth of personnel with technical vocational skills. An important consequence of the above tendency is high unemployment especially among the youth and rural poor.

In post war Sierra Leone, and especially in places like Kono, where youth education has suffered due to the lure of trading, there is a need to support the many inhabitants, particularly youth and women; with life long-skills through technical vocational skills training.

- Establishment of skills training in carpentry, masonry, tailoring, blacksmithing, soap-making, gara-tie dyeing;
- Educational support in the form of scholarships and grants;
- Assistance with show room and marketing of products;
- Utilisation of students of the Technical vocational centres for on the job training; and
- Assistance with start-up kit and capital on a soft loan basis.

## 2.6 Improvements to Community Infrastructure

A baseline survey of the target community indicated that the community lacks basic social amenities such as market, community centre, sporting amenities and other places of entertainment. Women sell their produce either in a nearby weekly market, approximately 10 to 18 miles depending on the location of the market or in stalls/tables erected in their verandas, while boys use the public streets and backyards for recreation.

In order to improve the living standards of the people, the Sierra Leone Agriculture Limited should consider assisting the community with these amenities. There is a need to work with Local Chiefdom Authorities, relevant line ministries such as Local Government and Internal Affairs, Lands, Country Planning and Environment, and other NGOs operating in the area.



## 2.7 Small/Medium Enterprise (SME) Development & Micro Credit

Small business/trading was among the three main occupations and income sources reported by the inhabitants in the project area according to the Baseline Survey Report. Incomes accrued from such businesses are very important in household sustenance. This is particularly so for women, especially those in polygamous and female headed households. Promotion and support of alternative sources of income will help improve the access of households to services such as health, education, food, clothing and shelter. For women, such economic independence will positively improve on their status in the family and level of participation in household decision-making. At the same time it will reduce the dependence of these households directly on the project as income source.

Many of these small businesses however suffer from limited capital for expansion or diversification, especially against the background of women having constrained access to formal financial lending institutions, while many would-be entrepreneurs lack the initial start-up capital to start businesses. To alleviate this constraint, there is a need for assistance with small micro credit loan, which can provide essential support for development of local industry and business. Ventures which could generally be considered for micro-credit loans will be those that relate to types of development in the community such as loans relating to agricultural improvements, infrastructural repair or construction or women's small enterprises. A key area where small and medium scale enterprises should be encouraged is the provision of food supplies, materials and services to Nimini's operations. Such businesses will gain experience through supply to the project.

Specific assistance with regards to small and medium enterprise and micro-credit includes:

- Encourage the formation of micro-credit schemes;
- Training in small/medium business development and management;
- Training in cash management programmes and savings culture;
- Encourage groups to develop small/medium enterprises (SMEs) through capital start up loans, market development, transportation to markets;and
- Encouragement of the formation of similar-purpose groups for micro-credit schemes.

Possible collaborators include: The Ministry of Social Welfare, Gender and Children’s Affairs (MSWGCA), Social Action and Poverty Alleviation (SAPA), National Commission for Social Action (NaCSA) and NGOs and CBOs.

It is estimated that 45% (2million) of the population of Sierra Leone are youths between the ages of 15-35 years. They also constitute the bulk of the unemployed, illiterate and unskilled. Since the end of the conflict, the Government has been grappling with the youth problem. The Government has formed a separate Youth Employment and Sports Ministry, the National Youth Commission and has developed a National Youth Policy. The government intends to concentrate on providing youths with education and a whole range of opportunities for gainful employment, training, healthy recreation and general social protection.

Youth groups have been particularly active and vocal in the Kono District. Most of these groups comprise indigenous Kono people who are very critical of the perceived negative role played by traditional authorities and the Government in the development of the District. They typically air their views on mining, environmental and developmental issues in the District at various fora organised locally and nationally. Interviews conducted by the consultants with some officials of these groups, company officials, government functionaries, traditional authorities and various participants at local fora at which they are represented indicate that resolving the youth problems will not be easy.

Programmes for youths should focus particularly on creating jobs and other economic opportunities for young people. A “youth focus” should be put on the agenda in a similar way that the environment, women, poverty elimination or good government are criteria for the allocation of development aid. To this end Nimini could provide support to the youth in the following areas:

- The development of an imaginative job creation programme that spans the service, production and agricultural sectors;
- The development of a harmonized practical skills training scheme;
- The creation of an information/sensitization youth access network for health, life skills and value education;
- Support to youth in community development;
- The creation of a youth excellence award scheme and a youth consultation/participation programme; and



- Establishment of a communication mechanism between the Youth groups and the Traditional Leaders.

Possible collaborating institutions include: Ministry of Youth Employment and Sports (MYES), Ministry of Local Government and Internal Affairs (MLGIA), Ministry of Information and Communication (MIC), NGOs and CBOs.

### **3.0 IMPLEMENTATION PLAN**

Given the fact that ESIA has been conducted, including socio-economic surveys, the expectations of the people will be raised. It is recommended that the implementation of the CDAP commence simultaneously with the commencement of the mine operations so as to prevent/mitigate problems.

#### **3.1 Organisational Responsibility and Function**

The overall implementation of the CDAP will be funded and managed by Nimini.

#### **3.2 Community Development Management Committee**

There is a need for the formation of a Community Development Management Committee (CDMC) to steer the development process.

##### ***Proposed Membership***

- The Paramount Chief or the Chiefdom Speaker for each chiefdom;
- Leaders of the youth groups;
- Women's leader;
- Representative of the tribal groups;
- The town chiefs;
- The councillors of the entire project area;
- The Senior District Officer;
- Nimini's Community Relations Officer; and
- Member of Parliament for the Constituency.

It is recommended that the Nimini Community Relations Officer will chair the Committee.

#### **3.3 Responsibilities**

The Committee will be responsible for finalising guidelines included in this CDAP document and co-ordinating the implementation of the CDAP. Meetings will be held regularly in order to

discuss relevant community development related matters and monitor the progress of the CDAP relative to targets.

#### Budget

The indicative total budget for the implementation of the recommended projects in this CDAP is estimated at approximately \$500,000 (Five hundred thousand Dollars) over a five year period. This budget covers the indicated developmental projects for the concerned chiefdoms.

PROJECT	RESOURCES	BUDGET 000 (US\$)					
		Yr1 - 2012	Yr2 - 2013	Yr3 - 2014	Yr4 - 2015	Yr 5 2016	Total
Support for Education	Funds and learning materials	2	30	30	30	30	165
Water and Sanitation	Funds and materials	3	15	20	20	30	130
Support to Technical Vocation Skills Development	Funds and materials	2	5	20	20	30	120
Aid to Health Services	Medications	2	5	10	10	30	80
Aid to improved agricultural activities	Funds and materials	2	15	20	20	30	120
Infrastructure Projects	Funds and materials	45				30	75
<b>Total</b>		<b>56</b>	<b>70</b>	<b>100</b>	<b>100</b>	<b>180</b>	<b>506</b>

This indicative budget will be set out in more detail in 2013 for subsequent years as an inclusive part of the Nimini expenditure programme and following the required consultations per the proposed CDMC.

### 3.4 Monitoring and Evaluation

There is a need to appoint an independent agency to undertake on-going monitoring and evaluation and review of the CDAP. Monitoring will be undertaken every six months during the first 2 years from 2013 and will subsequently be conducted on an annual basis until mine closure. The monitoring programme will address both the short term and long term impacts of the mining and processing operations on the affected communities.

Monitoring activities will include:

- Ensuring the satisfactory implementation of the CDAP;



- Responsibility for environmental management;
- Ensuring that development projects are sustained by the local leadership and that unsuitable dependencies are not created; and
- Environmental degradation is limited so that the economic and resource base on which the villagers depend is not destroyed.